EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period <u>September 22, 2015 – September 21, 2016</u>.

1) Employment Unit: KAYU-TV

2) Unit Members (Stations and Communities of License): KAYU-TV / Spokane, WA

3) EEO Contact Information for Employment Unit:

Mailing Address:	Telephone Number:
	509.448.2828
KAYU-TV FOX 28	Contact Person/Title:
4600 S Regal	Cassandra Benefield/EEO Coordinator
Spokane WA 99223	E-mail Address:
	cassy@northwestbroadcasting.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title Recruitment Source Referring Hiree

A. Admin-Sales-Traffic Assistant Gonzaga University Zagtrax

Date Filled: 9/28/15 Total Interviewed: 9

B. Admin-Sales-Traffic Assistant Craig's List

Date Filled: 6/16/16 Total Interviewed: 4

C. Local Sales Account Executive Internal Hire

Dates Filled: 6/16/16 Total Interviewed: 1

D. Local Sales Account Executive KAYU myfoxspokane.com Website

Dates Filled: 6/20/16 Total Interviewed: 2

E. FT Master Control Operator KAYU myfoxspokane.com Website

Date Filled: 6/27/16 Total Interviewed: 6

F. **Digital Media Assistant** Craig's List

Date Filled: 7/12/16
Total Interviewed: 13

G. Local Sales Account Executive Indeed.com

Date Filled: 7/18/16 Total Interviewed: 3

H. Building Facilities Manager/IT Assist

Date Filled: 9/12/16 Total Interviewed: 6

Craig's List

5) a. <u>Job Title</u>: Admin-Sales-Traffic Assistant

Referral Source(s) of Hiree: Gonzaga University Zagtrax

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP Senior Program (Spokane)	Steve Reiter	scsreiter@aol.com	509.325.7712		No
Career Path Services-Colville	Linda White	lwhite@careerpathservices.org 522 South Main Street Colville, WA 99114-2504	509.684.8859		No
Center for School to Work	Anne Millane	amillane@esd101.net			No
Central Washington University - Career Center	Teresa Youngren	career@cwu.edu 400 E University Way Ellensburg, WA 98926-7499 Barge Hall, 202 and 204M	509.963.2404 or 509.963.1921 FAX: 509.963.2418 or 509.963.1811		No
Changing Point- Life Transitions Program	Denise McKinnon	denise.mckinnon@scc.spokane.edu 2917 W. Ft. George Wright Dr., MS 3027 Spokane, WA 99224	509.279.6065		No
Craig's List		Craigslist.com		5	No
DSHS/Community Services	Fritzi Reber	reberfl@dshs.wa.gov	800.962.5762		No
EWU Career Services	Bernadette Struck (Lopez)	careers@mail.ewu.edu Rm. 115 Showalter Hall Cheney, WA 99004	509.359.2221		No
FOX 28 Facebook Page	Promotions	www.facebook.com/fox28spokane	509.448.2828		No
Gonzaga University-Career Center (to fill out online & send email)	Marlin Clark	careercenter@gonzaga.edu 502 East Boone Avenue, MSC 2462 Spokane, WA 99258-0001 www.zagtrax.net	509.313.4234	1	No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
Goodwill Industries	Alison Owens*	hrreception@giin.org 130 East 3rd Avenue Spokane, WA 99202-1491	509.838.4246		No
Greater Spokane Incorporated	Tammy Tracy	ttracy@greaterspokane.org	509.321.3619		No
Internal Posting			509.448.2828	1	No
ITT Tech	Sandy Burda	11 45 1X E Indiana ///aniia	509.926.2900 or 800.777.8324		No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricities.com		2	No
L.D.S. Employment Office	Sherrie Hibberd	Wel-ec-spokane@ldschurch.org 200 North Mullan, Ste.220 Spokane, WA 99206	509.928.2534		Yes
Northeast Community Center	Jean Farmer	jfarmer@aimcomm.net 4001 North Cook Street Spokane, WA 99207-5880	509.487.1603		No
SL Start Projects with Industry	Nancy Surma	nsurma@slstart.com 25 W. Nora Ave Spokane, Wa 99205	509.328.2740		No
Society of Broadcast Engineers	K Jones	kjones@sbe.org PO Box 6016 Bellevue, WA 98008	206.660.3119		No
Spokane Community College		lwilson@scc.spokane.edu 1810 N. Greene St Spokane, WA 99207-5399	509.533.7249		No
Spokane Falls Community College		careers@spokanefalls.edu studentemployment@spokanefalls. edu			No
Spokane VA Medical Center	Matthew J. Lowery	matthew.lowery@va.gov	509.434.7000 x6295		Yes

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
Spokane VA Medical Center	Perry P. Bos	Perry.bos@va.gov	509.434.7000		Yes
Spokane VA Medical Center	Vicki J. Stokes	Vicki.stokes@va.gov	509.434.7000		Yes
TV Jobs		jobs@tvjobs.com			No
Washington State Association of Broadcasters	Mark Allen	wsabjobbank@earthlink.net 724 Columbia Street Northwest Olympia, WA 98501-1298	360.705.0774		No
West Central Community Center		cgarner@westcentralcc.org 1603 North Belt Street Spokane, WA 99205-4038	509.323.7497		No
Whitworth University Career Center	Andrew Pyrc	apyrc@whitworth.edu 300 W. Hawthrone Rd. Spokane, Wa 99251	509.533.7000		No
Word of Mouth/Referral					No
WorkSource Spokane	Bryan Dooley (Local Veteran's Employee Rep)	bdooley@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3101		No
WorkSource Spokane	Brad Johnson	bhjohnson@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3152 509.532.3000		Yes
WorkSource Spokane	Jeff Miller	jemiller@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3136 509.532.3000		Yes
WorkSource Spokane	Jen Ranney	jranney@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3154 509.532.3000		Yes
WSU Spokane H.R.	Diane Wick	wickd@wsu.edu P.O. Box 1495 Spokane, WA 99210-1495	509.358.7553		No
YWCA - Women's Opportunity Center	Job Posting Board	930 N Monroe Spokane, WA 99201 wocsupport@ywcaspokane.org	509.326.1190 Fax 509.326.1597		No

^{*}Updated contact info as of this job opening.

5) b. Job Title: Admin-Sa	ales-Traffic As	ssist <u>Refe</u>	rral Source(s)	of Hiree	: Craig's List
Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP Senior Program (Spokane)	Steve Reiter	scsreiter@aol.com	509.325.7712		No
Center for School to Work	Anne Millane	amillane@esd101.net			No
Central Washington University - Career Center	Teresa Youngren	career@cwu.edu 400 E University Way Ellensburg, WA 98926-7499 Ragge Hall, 202 and 204M	509.963.2404 or 509.963.1921 FAX: 509.963.2418 or 509.963.1811		No
Changing Point- Life Transitions Program	Denise McKinnon	denise.mckinnon@scc.spokane.edu 2917 W. Ft. George Wright Dr., MS 3027 Spokane, WA 99224	509.279.6065		No
Craig's List		Craigslist.com		3	No
DSHS/Community Services	Fritzi Reber	reberfl@dshs.wa.gov	800.962.5762		No
EWU Career Services	Bernadette Struck (Lopez)	careers@mail.ewu.edu Rm. 115 Showalter Hall Cheney, WA 99004	509.359.2221		No
FOX 28 Facebook Page	Promotions	www.facebook.com/fox28spokane	509.448.2828		No
Gonzaga University-Career Center (to fill out online & send email)	Marlin Clark	careercenter@gonzaga.edu 502 East Boone Avenue, MSC 2462 Spokane, WA 99258-0001 www.zagtrax.net	509.313.4234	1	No
Goodwill Industries	Alison Owens	hrreception@giin.org 130 East 3rd Avenue Spokane, WA 99202-1491	509.838.4246		No
Greater Spokane Incorporated	Tammy Tracy	ttracy@greaterspokane.org	509.321.3619		No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com*		www.indeed.com			No
Internal Posting			509.448.2828		No
ITT Tech	Sandy Burda	11 35 1X E Indiana AVANDA	509.926.2900 or 800.777.8324		No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricities.com			No
L.D.S. Employment Office	Sherrie Hibberd	Wel-ec-spokane@ldschurch.org 200 North Mullan, Ste.220 Spokane, WA 99206	509.928.2534		Yes
Northeast Community Center	Jean Farmer	jfarmer@aimcomm.net 4001 North Cook Street Spokane, WA 99207-5880	509.487.1603		No
SL Start Projects with Industry	Nancy Surma	nsurma@slstart.com 25 W. Nora Ave Spokane, Wa 99205	509.328.2740		No
Society of Broadcast Engineers	K Jones	kjones@sbe.org PO Box 6016 Bellevue, WA 98008	206.660.3119		No
Spokane Community College		spokanecc-csm.symplicity.com 1810 N. Greene St Spokane, WA 99207-5399	509.533.7249		No
Spokane Falls Community College		careers@spokanefalls.edu studentemployment@spokanefalls. edu			No
Spokane VA Medical Center	Matthew J. Lowery	matthew.lowery@va.gov	509.434.7000 x6295		Yes
Spokane VA Medical Center	Perry P. Bos	Perry.bos@va.gov	509.434.7000		Yes

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
Spokane VA Medical Center	Vicki J. Stokes	Vicki.stokes@va.gov	509.434.7000		Yes
TV Jobs		jobs@tvjobs.com			No
Washington State Association of Broadcasters	Mark Allen	wsabjobbank@earthlink.net 724 Columbia Street Northwest Olympia, WA 98501-1298	360.705.0774		No
West Central Community Center		cgarner@westcentralcc.org 1603 North Belt Street Spokane, WA 99205-4038	509.323.7497		No
Whitworth University Career Center	Andrew Pyrc	apyrc@whitworth.edu 300 W. Hawthrone Rd. Spokane, Wa 99251	509.533.7000		No
Word of Mouth/Referral					No
WorkSource Spokane	Bryan Dooley (Local Veteran's Employee Rep)	bdooley@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3101		No
WorkSource Spokane	Brad Johnson	bhjohnson@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3152 509.532.3000		Yes
WorkSource Spokane	Jeff Miller	jemiller@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3136 509.532.3000		Yes
WorkSource Spokane	Jen Ranney	jranney@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3154 509.532.3000		Yes
WSU Spokane H.R.	Diane Wick	wickd@wsu.edu P.O. Box 1495 Spokane, WA 99210-1495	509.358.7553		No
YWCA - Women's Opportunity Center	Job Posting Board	930 N Monroe Spokane, WA 99201 wocsupport@ywcaspokane.org	509.326.1190 Fax 509.326.1597		No

^{*}Updated contact info as of this job opening.

5) c. <u>Job Title</u>: Local Sales Account Exec

Referral Source(s) of Hiree: Internal Hire

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP Senior Program (Spokane)	Sandra Moore*	sjmoore@aarp.org	509.325.7712		No
Center for School to Work	Anne Millane	amillane@esd101.net			No
Central Washington University - Career Center	Teresa Youngren	career@cwu.edu 400 E University Way Ellensburg, WA 98926-7499 Ragge Hall, 202 and 204M	509.963.2404 or 509.963.1921 FAX: 509.963.2418 or 509.963.1811		No
Changing Point- Life Transitions Program	Denise McKinnon	denise.mckinnon@scc.spokane.edu 2917 W. Ft. George Wright Dr., MS 3027 Spokane, WA 99224	509.279.6065		No
Craig's List		Craigslist.com			No
DSHS/Community Services	Fritzi Reber	reberfl@dshs.wa.gov	800.962.5762		No
EWU Career Services	Bernadette Struck (Lopez)	careers@mail.ewu.edu Rm. 115 Showalter Hall Cheney, WA 99004	509.359.2221		No
FOX 28 Facebook Page	Promotions	www.facebook.com/fox28spokane	509.448.2828		No
Gonzaga University-Career Center (to fill out online & send email)	Marlin Clark	careercenter@gonzaga.edu 502 East Boone Avenue, MSC 2462 Spokane, WA 99258-0001 www.zagtrax.net	509.313.4234		No
Goodwill Industries	Alison Owens	hrreception@giin.org 130 East 3rd Avenue Spokane, WA 99202-1491	509.838.4246		No
Greater Spokane Incorporated	Tammy Tracy	ttracy@greaterspokane.org	509.321.3619		No
Indeed.com		www.indeed.com			No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting			509.448.2828	1	No
ITT Tech	Sandy Burda	sburda@itt-tech.edu 13518 E. Indiana Avenue Spokane Valley, WA 99216	509.926.2900 or 800.777.8324		No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricities.com			No
L.D.S. Employment Office	Sherrie Hibberd	Wel-ec-spokane@ldschurch.org 200 North Mullan, Ste.220 Spokane, WA 99206	509.928.2534		Yes
Northeast Community Center	Jean Farmer	jfarmer@aimcomm.net 4001 North Cook Street Spokane, WA 99207-5880	509.487.1603		No
SL Start Projects with Industry	Nancy Surma	nsurma@slstart.com 25 W. Nora Ave Spokane, Wa 99205	509.328.2740		No
Society of Broadcast Engineers	K Jones	kjones@sbe.org PO Box 6016 Bellevue, WA 98008	206.660.3119		No
Spokane Community College		spokanecc-csm.symplicity.com 1810 N. Greene St Spokane, WA 99207-5399	509.533.7249		No
Spokane Falls Community College		careers@spokanefalls.edu studentemployment@spokanefalls. edu			No
Spokane VA Medical Center	Vicki J. Stokes	Vicki.stokes@va.gov	509.434.7000		Yes
TV Jobs		jobs@tvjobs.com			No
Washington State Association of Broadcasters	Mark Allen	wsabjobbank@earthlink.net 724 Columbia Street Northwest Olympia, WA 98501-1298	360.705.0774		No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
West Central Community Center		cgarner@westcentralcc.org 1603 North Belt Street Spokane, WA 99205-4038	509.323.7497		No
Whitworth University Career Center	Andrew Pyrc	apyrc@whitworth.edu 300 W. Hawthrone Rd. Spokane, Wa 99251	509.533.7000		No
Word of Mouth/Referral					No
WorkSource Spokane	(Local Veteran's	bdooley@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3101		No
WorkSource Spokane	Brad Johnson	bhjohnson@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3152 509.532.3000		Yes
WorkSource Spokane	Jeff Miller	jemiller@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3136 509.532.3000		Yes
WorkSource Spokane	Jen Ranney	jranney@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3154 509.532.3000		Yes
WSU Spokane H.R.		wickd@wsu.edu P.O. Box 1495 Spokane, WA 99210-1495	509.358.7553		No
YWCA - Women's Opportunity Center	Job Posting Roard	930 N Monroe Spokane, WA 99201 wocsupport@ywcaspokane.org	509.326.1190 Fax 509.326.1597		No

^{*}Updated contact info as of this job opening.

5) d. <u>Job Title</u>: Local Sales Account Exec

Referral Source(s) of Hiree: KAYU Website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP Senior Program (Spokane)	Sandra Moore	sjmoore@aarp.org	509.325.7712		No
Center for School to Work	Anne Millane	amillane@esd101.net			No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
Central Washington University - Career Center	Teresa Youngren	career@cwu.edu 400 E University Way Ellensburg, WA 98926-7499 Ragge Hall, 202 and 204M	509.963.2404 or 509.963.1921 FAX: 509.963.2418 or 509.963.1811		No
Changing Point- Life Transitions Program	Denise McKinnon	denise.mckinnon@scc.spokane.edu 2917 W. Ft. George Wright Dr., MS 3027 Spokane, WA 99224	509.279.6065		No
Craig's List		Craigslist.com			No
DSHS/Community Services	Fritzi Reber	reberfl@dshs.wa.gov	800.962.5762		No
EWU Career Services	Bernadette Struck (Lopez)	careers@mail.ewu.edu Rm. 115 Showalter Hall Cheney, WA 99004	509.359.2221		No
FOX 28 Facebook Page	Promotions	www.facebook.com/fox28spokane	509.448.2828		No
Gonzaga University-Career Center (to fill out online & send email)	Marlin Clark	careercenter@gonzaga.edu 502 East Boone Avenue, MSC 2462 Spokane, WA 99258-0001 www.zagtrax.net	509.313.4234		No
Goodwill Industries	Alison Owens	hrreception@giin.org 130 East 3rd Avenue Spokane, WA 99202-1491	509.838.4246		No
Greater Spokane Incorporated	Tammy Tracy	ttracy@greaterspokane.org	509.321.3619		No
Indeed.com		www.indeed.com			No
Internal Posting			509.448.2828		No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
ITT Tech	Sandy Burda	II 35 IX E Indiana AVANIIA	509.926.2900 or 800.777.8324		No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricities.com		2	No
L.D.S. Employment Office	Sherrie Hibberd	Wel-ec-spokane@ldschurch.org 200 North Mullan, Ste.220 Spokane, WA 99206	509.928.2534		Yes
Northeast Community Center	Jean Farmer	jfarmer@aimcomm.net 4001 North Cook Street Spokane, WA 99207-5880	509.487.1603		No
SL Start Projects with Industry	Nancy Surma	nsurma@slstart.com 25 W. Nora Ave Spokane, Wa 99205	509.328.2740		No
Society of Broadcast Engineers	K Jones	kjones@sbe.org PO Box 6016 Bellevue, WA 98008	206.660.3119		No
Spokane Community College		spokanecc-csm.symplicity.com 1810 N. Greene St Spokane, WA 99207-5399	509.533.7249		No
Spokane Falls Community College		careers@spokanefalls.edu studentemployment@spokanefalls. edu			No
Spokane VA Medical Center	Vicki J. Stokes	Vicki.stokes@va.gov	509.434.7000		Yes
TV Jobs		jobs@tvjobs.com			No
Washington State Association of Broadcasters	Mark Allen	wsabjobbank@earthlink.net 724 Columbia Street Northwest Olympia, WA 98501-1298	360.705.0774		No
West Central Community Center		cgarner@westcentralcc.org 1603 North Belt Street Spokane, WA 99205-4038	509.323.7497		No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
Whitworth University Career Center	Andrew Pyrc	apyrc@whitworth.edu 300 W. Hawthrone Rd. Spokane, Wa 99251	509.533.7000		No
Word of Mouth/Referral					No
WorkSource Spokane	Bryan Dooley (Local Veteran's Employee Rep)	bdooley@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3101		No
WorkSource Spokane	Brad Johnson	bhjohnson@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3152 509.532.3000		Yes
WorkSource Spokane	Jeff Miller	jemiller@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3136 509.532.3000		Yes
WorkSource Spokane	Jen Ranney	jranney@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3154 509.532.3000		Yes
WSU Spokane H.R.	Diane Wick	wickd@wsu.edu P.O. Box 1495 Spokane, WA 99210-1495	509.358.7553		No
YWCA - Women's Opportunity Center	Job Posting Board	930 N Monroe Spokane, WA 99201 wocsupport@ywcaspokane.org	509.326.1190 Fax 509.326.1597		No

5) e. <u>Job Title</u>: FT Master Control Operator

Referral Source(s) of Hiree: KAYU Website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP Senior Program (Spokane)	Sandra Moore	sjmoore@aarp.org	509.325.7712		No
Center for School to Work	Anne Millane	amillane@esd101.net			No
Central Washington University - Career Center	Teresa Youngren	career@cwu.edu 400 E University Way Ellensburg, WA 98926-7499 Barge Hall 202 and 204M	509.963.2404 or 509.963.1921 FAX: 509.963.2418 or 509.963.1811		No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
Changing Point- Life Transitions Program	Denise McKinnon	denise.mckinnon@scc.spokane.edu 2917 W. Ft. George Wright Dr., MS 3027 Spokane, WA 99224	509.279.6065		No
Craig's List		Craigslist.com			No
DSHS/Community Services	Fritzi Reber	reberfl@dshs.wa.gov	800.962.5762		No
EWU Career Services	Bernadette Struck (Lopez)	careers@mail.ewu.edu Rm. 115 Showalter Hall Cheney, WA 99004	509.359.2221		No
FOX 28 Facebook Page	Promotions	www.facebook.com/fox28spokane	509.448.2828		No
Gonzaga University-Career Center (to fill out online & send email)	Marlin Clark	careercenter@gonzaga.edu 502 East Boone Avenue, MSC 2462 Spokane, WA 99258-0001 www.zagtrax.net	509.313.4234		No
Goodwill Industries	Alison Owens	hrreception@giin.org 130 East 3rd Avenue Spokane, WA 99202-1491	509.838.4246		No
Greater Spokane Incorporated	Tammy Tracy	ttracy@greaterspokane.org	509.321.3619		No
Indeed.com		www.indeed.com		1	No
Internal Posting			509.448.2828		No
ITT Tech	Sandy Burda		509.926.2900 or 800.777.8324		No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricities.com		3	No
L.D.S. Employment Office	Sherrie Hibberd	Wel-ec-spokane@ldschurch.org 200 North Mullan, Ste.220 Spokane, WA 99206	509.928.2534		Yes
Northeast Community Center	Jean Farmer	jfarmer@aimcomm.net 4001 North Cook Street Spokane, WA 99207-5880	509.487.1603		No
SL Start Projects with Industry	Nancy Surma	nsurma@slstart.com 25 W. Nora Ave Spokane, Wa 99205	509.328.2740		No
Society of Broadcast Engineers	K Jones	kjones@sbe.org PO Box 6016 Bellevue, WA 98008	206.660.3119		No
Spokane Community College		spokanecc-csm.symplicity.com 1810 N. Greene St Spokane, WA 99207-5399	509.533.7249		No
Spokane Falls Community College		careers@spokanefalls.edu studentemployment@spokanefalls. edu			No
Spokane VA Medical Center	Vicki J. Stokes	Vicki.stokes@va.gov	509.434.7000		Yes
TV Jobs		jobs@tvjobs.com			No
Washington State Association of Broadcasters	Mark Allen	wsabjobbank@earthlink.net 724 Columbia Street Northwest Olympia, WA 98501-1298	360.705.0774		No
West Central Community Center		cgarner@westcentralcc.org 1603 North Belt Street Spokane, WA 99205-4038	509.323.7497		No
Whitworth University Career Center	Andrew Pyrc	apyrc@whitworth.edu 300 W. Hawthrone Rd. Spokane, Wa 99251	509.533.7000		No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
Word of Mouth/Referral				2	No
WorkSource Spokane	(Local Veteran's	bdooley@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3101		No
WorkSource Spokane	Brad Johnson	bhjohnson@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3152 509.532.3000		Yes
WorkSource Spokane	Jeff Miller	jemiller@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3136 509.532.3000		Yes
WorkSource Spokane	Jen Ranney	jranney@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3154 509.532.3000		Yes
WSU Spokane H.R.	Diane Wick	wickd@wsu.edu P.O. Box 1495 Spokane, WA 99210-1495	509.358.7553		No
YWCA - Women's Opportunity Center	Hob Docting	930 N Monroe Spokane, WA 99201 wocsupport@ywcaspokane.org	509.326.1190 Fax 509.326.1597		No

5) f. <u>Job Title</u>: Digital Media Assistant

Referral Source(s) of Hiree: Craig's List

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP Senior Program (Spokane)	Sandra Moore	sjmoore@aarp.org	509.325.7712		No
Center for School to Work	Anne Millane	amillane@esd101.net			No
Central Washington University - Career Center	Teresa Youngren	career@cwu.edu 400 E University Way Ellensburg, WA 98926-7499 Ragge Hall, 202 and 204M	509.963.2404 or 509.963.1921 FAX: 509.963.2418 or 509.963.1811		No
Changing Point- Life Transitions Program	Denise McKinnon	denise.mckinnon@scc.spokane.edu 2917 W. Ft. George Wright Dr., MS 3027 Spokane, WA 99224	509.279.6065		No
Craig's List		Craigslist.com		2	No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
DSHS/Community Services	Fritzi Reber	reberfl@dshs.wa.gov	800.962.5762		No
EWU Career Services	Bernadette Struck (Lopez)	careers@mail.ewu.edu Rm. 115 Showalter Hall Cheney, WA 99004	509.359.2221		No
FOX 28 Facebook Page	Promotions	www.facebook.com/fox28spokane	509.448.2828		No
Gonzaga University-Career Center (to fill out online & send email)	Marlin Clark	careercenter@gonzaga.edu 502 East Boone Avenue, MSC 2462 Spokane, WA 99258-0001 Gonzaga Handshake Job Board	509.313.4234		No
Goodwill Industries	Alison Owens	hrreception@giin.org 130 East 3rd Avenue Spokane, WA 99202-1491	509.838.4246		No
Greater Spokane Incorporated	Tammy Tracy	ttracy@greaterspokane.org	509.321.3619		No
Indeed.com		www.indeed.com		7	No
Internal Posting			509.448.2828	2	No
ITT Tech	Sandy Burda	sburda@itt-tech.edu 13518 E. Indiana Avenue Spokane Valley, WA 99216	509.926.2900 or 800.777.8324		No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricities.com		1	No
L.D.S. Employment Office	Sherrie Hibberd	Wel-ec-spokane@ldschurch.org 200 North Mullan, Ste.220 Spokane, WA 99206	509.928.2534		Yes
Northeast Community Center	Jean Farmer	jfarmer@aimcomm.net 4001 North Cook Street Spokane, WA 99207-5880	509.487.1603		No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
SL Start Projects with Industry	Nancy Surma	nsurma@slstart.com 25 W. Nora Ave Spokane, Wa 99205	509.328.2740		No
Society of Broadcast Engineers	K Jones	kjones@sbe.org PO Box 6016 Bellevue, WA 98008	206.660.3119		No
Spokane Community College		spokanecc-csm.symplicity.com 1810 N. Greene St Spokane, WA 99207-5399 (JOB FAIR 6-28-16)	509.533.7249	1	No
Spokane Falls Community College		careers@spokanefalls.edu studentemployment@spokanefalls. edu			No
Spokane VA Medical Center	Vicki J. Stokes	Vicki.stokes@va.gov	509.434.7000		Yes
TV Jobs		jobs@tvjobs.com			No
Washington State Association of Broadcasters	Mark Allen	wsabjobbank@earthlink.net 724 Columbia Street Northwest Olympia, WA 98501-1298	360.705.0774		No
West Central Community Center		cgarner@westcentralcc.org 1603 North Belt Street Spokane, WA 99205-4038	509.323.7497		No
Whitworth University Career Center	Andrew Pyrc	apyrc@whitworth.edu 300 W. Hawthrone Rd. Spokane, Wa 99251	509.533.7000		No
Word of Mouth/Referral					No
WorkSource Spokane	Bryan Dooley (Local Veteran's Employee Rep)	bdooley@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3101		No
WorkSource Spokane	Brad Johnson	bhjohnson@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3152 509.532.3000		Yes

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
WorkSource Spokane	Jeff Miller	jemiller@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3136 509.532.3000		Yes
WorkSource Spokane	Jen Ranney	jranney@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3154 509.532.3000		Yes
WSU Spokane H.R.	Diane Wick	wickd@wsu.edu P.O. Box 1495 Spokane, WA 99210-1495	509.358.7553		No
YWCA - Women's Opportunity Center	Job Posting Board	930 N Monroe Spokane, WA 99201 wocsupport@ywcaspokane.org	509.326.1190 Fax 509.326.1597		No

5) g. <u>Job Title</u>: Local Sales Account Executive

Referral Source(s) of Hiree: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP Senior Program (Spokane)	Sandra Moore	sjmoore@aarp.org	509.325.7712		No
Center for School to Work	Anne Millane	amillane@esd101.net			No
Central Washington University - Career Center	Teresa Youngren	career@cwu.edu 400 E University Way Ellensburg, WA 98926-7499	509.963.2404 or 509.963.1921 FAX: 509.963.2418 or 509.963.1811		No
Changing Point- Life Transitions Program	Denise McKinnon	denise.mckinnon@scc.spokane.edu 2917 W. Ft. George Wright Dr., MS 3027 Spokane, WA 99224	509.279.6065		No
Craig's List		Craigslist.com		1	No
DSHS/Community Services	Fritzi Reber	reberfl@dshs.wa.gov	800.962.5762		No
EWU Career Services	Bernadette Struck (Lopez)	careers@mail.ewu.edu Rm. 115 Showalter Hall Cheney, WA 99004	509.359.2221		No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
FOX 28 Facebook Page	Promotions	www.facebook.com/fox28spokane	509.448.2828		No
Gonzaga University-Career Center (to fill out online & send email)	Marlin Clark	careercenter@gonzaga.edu 502 East Boone Avenue, MSC 2462 Spokane, WA 99258-0001 Gonzaga Handshake Job Board	509.313.4234		No
Goodwill Industries	Alison Owens	hrreception@giin.org 130 East 3rd Avenue Spokane, WA 99202-1491	509.838.4246		No
Greater Spokane Incorporated	Tammy Tracy	ttracy@greaterspokane.org	509.321.3619		No
Indeed.com		www.indeed.com		1	No
Internal Posting			509.448.2828		No
ITT Tech	Sandy Burda	sburda@itt-tech.edu 13518 E. Indiana Avenue Spokane Valley, WA 99216	509.926.2900 or 800.777.8324		No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricities.com			No
L.D.S. Employment Office	Sherrie Hibberd	Wel-ec-spokane@ldschurch.org 200 North Mullan, Ste.220 Spokane, WA 99206	509.928.2534		Yes
Northeast Community Center	Jean Farmer	jfarmer@aimcomm.net 4001 North Cook Street Spokane, WA 99207-5880	509.487.1603		No
SL Start Projects with Industry	Nancy Surma	nsurma@slstart.com 25 W. Nora Ave Spokane, Wa 99205	509.328.2740		No
Society of Broadcast Engineers	K Jones	kjones@sbe.org PO Box 6016 Bellevue, WA 98008	206.660.3119		No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
Spokane Community College		spokanecc-csm.symplicity.com 1810 N. Greene St Spokane, WA 99207-5399	509.533.7249		No
Spokane Falls Community College		careers@spokanefalls.edu studentemployment@spokanefalls. edu			No
Spokane VA Medical Center	Vicki J. Stokes	Vicki.stokes@va.gov	509.434.7000		Yes
TV Jobs		jobs@tvjobs.com			No
Washington State Association of Broadcasters	Mark Allen	wsabjobbank@earthlink.net 724 Columbia Street Northwest Olympia, WA 98501-1298	360.705.0774		No
West Central Community Center		cgarner@westcentralcc.org 1603 North Belt Street Spokane, WA 99205-4038	509.323.7497		No
Whitworth University Career Center	Andrew Pyrc	apyrc@whitworth.edu 300 W. Hawthrone Rd. Spokane, Wa 99251	509.533.7000		No
Word of Mouth/Referral				1	No
WorkSource Spokane	Bryan Dooley (Local Veteran's Employee Rep)	bdooley@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3101		No
WorkSource Spokane	Brad Johnson	bhjohnson@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3152 509.532.3000		Yes
WorkSource Spokane	Jeff Miller	jemiller@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3136 509.532.3000		Yes
WorkSource Spokane	Jen Ranney	jranney@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3154 509.532.3000		Yes
WSU Spokane H.R.	Diane Wick	wickd@wsu.edu P.O. Box 1495 Spokane, WA 99210-1495	509.358.7553		No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
YWCA - Women's Opportunity Center	Job Posting Roard	Spokane, WA 99201	509.326.1190 Fax 509.326.1597		No

5) h. <u>Job Title</u>: Building Facilities Manager/IT Assist

Referral Source(s) of Hiree: Craig's List

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
AARP Senior Program (Spokane)	Sandra Moore	sjmoore@aarp.org	509.325.7712		No
Center for School to Work	Anne Millane	amillane@esd101.net			No
Central Washington University - Career Center	Teresa Youngren	career@cwu.edu 400 E University Way Ellensburg, WA 98926-7499	509.963.2404 or 509.963.1921 FAX: 509.963.2418 or 509.963.1811		No
Changing Point- Life Transitions Program	Denise McKinnon	denise.mckinnon@scc.spokane.edu 2917 W. Ft. George Wright Dr., MS 3027 Spokane, WA 99224	509.279.6065		No
Craig's List		Craigslist.com		1	No
DSHS/Community Services	Fritzi Reber	reberfl@dshs.wa.gov	800.962.5762		No
EWU Career Services	Bernadette Struck (Lopez)	careers@mail.ewu.edu Rm. 115 Showalter Hall Cheney, WA 99004	509.359.2221		No
FOX 28 Facebook Page	Promotions	www.facebook.com/fox28spokane	509.448.2828		No
Gonzaga University-Career Center (to fill out online & send email)	Marlin Clark	careercenter@gonzaga.edu 502 East Boone Avenue, MSC 2462 Spokane, WA 99258-0001 Gonzaga Handshake Job Board	509.313.4234		No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
Goodwill Industries	Alison Owens	hrreception@giin.org 130 East 3rd Avenue Spokane, WA 99202-1491	509.838.4246		No
Greater Spokane Incorporated	Tammy Tracy	ttracy@greaterspokane.org	509.321.3619		No
Indeed.com		www.indeed.com		1	No
Internal Posting			509.448.2828		No
ITT Tech	Sandy Burda	sburda@itt-tech.edu 13518 E. Indiana Avenue Spokane Valley, WA 99216	509.926.2900 or 800.777.8324		No
KAYU/KCYU/KFFX Websites		Myfoxspokane.com Myfoxyakima.com Myfoxtricities.com		2	No
L.D.S. Employment Office	Sherrie Hibberd	Wel-ec-spokane@ldschurch.org 200 North Mullan, Ste.220 Spokane, WA 99206	509.928.2534		Yes
Northeast Community Center	Jean Farmer	jfarmer@aimcomm.net 4001 North Cook Street Spokane, WA 99207-5880	509.487.1603		No
SL Start Projects with Industry	Paul Vose*	pvose@slstart.com 25 W. Nora Ave Spokane, Wa 99205	509.328.2740		No
Society of Broadcast Engineers	K Jones	kjones@sbe.org PO Box 6016 Bellevue, WA 98008	206.660.3119		No
Spokane Community College		spokanecc-csm.symplicity.com 1810 N. Greene St Spokane, WA 99207-5399	509.533.7249		No
Spokane Falls Community College		careers@spokanefalls.edu studentemployment@spokanefalls. edu			No

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewe es Referred	Did Recruitment Source Request Notification? (Yes or No)
Spokane VA Medical Center	Vicki J. Stokes	Vicki.stokes@va.gov	509.434.7000		Yes
TV Jobs		jobs@tvjobs.com			No
Washington State Association of Broadcasters	Mark Allen	wsabjobbank@earthlink.net 724 Columbia Street Northwest Olympia, WA 98501-1298	360.705.0774		No
Whitworth University Career Center	Andrew Pyrc	apyrc@whitworth.edu 300 W. Hawthrone Rd. Spokane, Wa 99251	509.533.7000		No
Word of Mouth/Referral				2	No
WorkSource Spokane	Bryan Dooley (Local Veteran's Employee Rep)	bdooley@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3101		No
WorkSource Spokane	Brad Johnson	bhjohnson@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3152 509.532.3000		Yes
WorkSource Spokane	Jeff Miller	jemiller@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3136 509.532.3000		Yes
WorkSource Spokane	Jen Ranney	jranney@esd.wa.gov 130 S. Arthur Spokane, WA 99202	509.532.3154 509.532.3000		Yes
WSU Spokane H.R.	Diane Wick	wickd@wsu.edu P.O. Box 1495 Spokane, WA 99210-1495	509.358.7553		No
YWCA - Women's Opportunity Center	Job Posting Board	930 N Monroe Spokane, WA 99201 wocsupport@ywcaspokane.org	509.326.1190 Fax 509.326.1597		No

^{*}Updated contact info as of this job opening.

6) Total Number of Interviewees Referred: For the period September 22, 2015—September 21, 2016.

This employment unit interviewed 44 individuals for the above 8 Full-Time Job Vacancies.

7) Total Number of Interviewees for all Full-Time Vacancies Filled During the past EEO year Per Recruitment/Referral Sources:

Name of Organization Notified of Job Vacancy	Contact Person	Street Address / Website	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Craig's List	Various	Craigslist.com (Spokane Region)	N/A	12	No
Gonzaga University Career Center	N/A	Zagtrax.net	N/A	2	No
Indeed.com				10	
Internal Posting	Various	4600 S. Regal Street Spokane, WA 99223	509.448.2828	4	No
KAYU/KFFX/KCYU Websites	Various	N/A	N/A	10	No
Spokane Community College Job Fair on 6-28-16		spokanecc- csm.symplicity.com 1810 N. Greene St Spokane, WA 99207- 5399	509.533.7249	1	No
Word of Mouth/Referral	Various	N/A	N/A	5	No

8) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Participated in Job/Career Fairs

- On February 23, 2016, from 7 a.m.-2 p.m., representatives of this Employment Unit and other commonly-controlled stations (specifically KAYU's Local Sales Manager and KAYU/KFFX/KCYU's Promotion Manager) attended the Central Valley High School's Career Fair. They spoke to incoming freshman about what classes would be good to take in high school to pursue a career in television, as well as gave juniors and seniors information about interviews and internships.
- On March 1, 2016, from 9-11:30 a.m., KAYU/KFFX/KCYU's Promotion Manager spoke at Pasadena Elementary School's Career Fair, talking specifically to 1st-5th graders about her job and the kind of schooling she had. She also discussed and answered questions about the TV industry.
- On June 28, 2016, representatives of this Employment Unit and other commonly-controlled stations (specifically KAYU/KFFX/KCYU's General Manager and KAYU/KFFX/KCYU's Promotion Manager) attended **Spokane Community College's Job Fair**, from 12-3 p.m. They discussed job opportunities currently available at the stations, what jobs there are in general at television stations, and what fields of study are applicable for careers in the broadcast industry.
- (b) **Initiative:** Participation in Scholarship Programs

 Part of the Employment Unit's membership dues for Washington State Association of Broadcasters goes toward scholarships granted to students studying broadcasting.

(c) Initiative: Participation on Educational Boards Representing Broadcasting

- Since March 2014, one of this Employment Unit's Local Sales Managers (KAYU) has been the
 Chair of the Communications and Information Technology committee and sits as a business
 adviser on the General Advisor Committee for Career Technology Education for the Spokane
 Valley School District high schools. As part of these committees, the Local Sales Manager helps
 the school district create programs to help students get ready for two-year, technical degrees (in
 biotechnology, communications, information technology, etc.) that prepare them for jobs after
 they earn these degrees.
- This Employment Unit's KCYU Station Manager represents the broadcast industry on the Yakima School District's Teacher and Advisory Committee and has been for the last four years. This committee works with the CTE (Career & Technical Education) Programs in the middle, junior and high schools.

(d) Initiative: Listing Each Upper-Level Position in Job Banks/Newsletters

This Employment Unit takes very seriously its outreach to women and minorities, and because
of this, each full-time position opening is widely distributed to regional and/or national career
organizations as they apply to the position.

(e) Initiative: Other Outreach Activities

- This Employment Unit's General Manager attended a Spokane North Rotary Meeting on February 22, 2016. The General Manager spoke about the changes in technology and how this has affected the qualifications required for some of the positions at the station. He also discussed each department and how they contribute to the operation and answered some questions on how political advertising works and how the political periods affect the broadcast industry.
- For the 2015-2016 school year, this Employment Unit partnered with the Greater Spokane League and the local high schools it represents on "This Week in High School Sports," a weekly television show written, edited, filmed, produced and anchored by high school students and aired on this Employment Unit's station Thursdays at 10:35pm. This forward-thinking collaboration was recognized by both the Washington Association of Broadcasters and the National Association of Broadcasters with high honors for excellence in community outreach on behalf of a television station.
- The Employment Unit's EEO Coordinator updated all the contacts for the EEO outreach list, including researching and adding other local organizations from the Spokane, WA, and the Tri-Cities/Yakima, WA, regions that would benefit in knowing about full-time job openings, as well as fit the "reaching women and minorities" requirement.